



MEMORANDUM

TO: Mayor and Aldermen

FROM: Stephanie Cutter, City Manager *SC*

SUBJECT: Police Chief Finalists chosen

DATE: September 12, 2014

I am pleased to announce that County Manager Lee Smith and I have jointly agreed on three finalists in our search for Chief of the Savannah-Chatham Metropolitan Police Department.

County Manager Smith and I met on Wednesday to review applicants. After a thorough discussion of the strengths and weaknesses of each, we reached a consensus on three finalists.

Our finalists are:

- **Ralph Evangelous**, Chief of the Wilmington, N.C. (pop. 106,476), Police Department since 2004. Mr. Evangelous received his master's degree in criminal justice from Anna Maria College and a bachelor's degree from the University of Redlands.
- **William Heim**, Chief of the Reading, Penn. (pop. 87,893), Police Department since 2006. Mr. Heim holds a master's degree in public administration from Pennsylvania State University and a bachelor's degree from St. Joseph's University.
- **Joseph Lumpkin**, Chief of the Athens-Clarke County (pop. 116,714) Police Department since 1997. Mr. Lumpkin holds a master's in public administration from Columbus State University and a bachelor's degree from Brenau College.

These three outstanding candidates were selected following a search that included advertisements in more than a dozen national trade publications and websites. We received a total of 114 applications from 29 states.

City and County HR staff reviewed all applications, and determined 32 to be qualified based on the criteria set for the position. We sent those 32 candidates questions asking them to describe their positions on a range of topics, including issues identified as most important by more than 500 citizens who responded to an online survey posted in both City and County buildings and websites.

Based on those written responses, combined with a thorough review of applications and an initial background search, the City and County HR Directors recommended that eight candidates (two later dropped out as a result of accepting positions with other municipalities) move forward in the process. Those six candidates received a more thorough background search, the results of which were reviewed when County Manager Smith and I met on Wednesday.

These three finalists are each highly qualified, bringing experience as the heads of progressive police departments in diverse communities.

The plan is to bring these candidates to Savannah within the next three weeks. Here, they will meet with the County and City Managers, as well as four stakeholder panels comprised of:

- City Bureau Chiefs and County leadership
- Diverse faith-based leadership
- Civic leaders
- Neighborhood Association Presidents

Attached please find resumes of each of the candidates.

CC:

- Chatham County Manager Lee Smith
- Chatham County Board of Commissioners

RALPH M. EVANGELOUS

EXPERIENCE

2004-Present

Chief of Police – City of Wilmington Police Department, Wilmington NC,

The City of Wilmington is a Port City, located on the Cape Fear River in Southeastern, NC. Wilmington is an ethnically diverse community of over 110,000 residents. Assumed command of a 340 person full service police department in August 2004. Selected for this position after the Police Executive Research Forum conducted an in depth management study and recommended approximately 180 changes within the organization, which was in turmoil with major morale and management issues. Under my leadership, the PERF recommendations have been implemented. Developed the Maximum Uniform Deployment program to increase patrol resources during targeted times. Instituted Dr. David Kennedy's Focused Deterrence strategy. Developed Geographic Based and Neighborhood Driven Policing. Our Model Block Program utilizing Problem Oriented Policing techniques has targeted neighborhood crime and united the community and police. Completed a total reorganization of the department. Designed, built and moved into a new 85,000 square foot police headquarters. Racial tension greatly decreased throughout the community. Awarded National Accreditation in November 2011.

1995-2004

Chief of Police - City of Temple Police Department, Temple TX,

The City of Temple covers 70 square miles and is an ethnically diverse community of approximately 57,000 residents with population growing to more than 100,000 during the day. Responsible for a 160 person full service Nationally Accredited police department. Expanded Community Policing and Problem Oriented Policing throughout the department. Re-structured and flattened the command structure. Decentralized police services. DARE and GREAT (Gang Resistance Education) taught in K thru 12th grades. Formed citizen focus groups to discuss race issues and racial profiling. Implemented a countywide 800 megahertz radio system, regional emergency communications center and information sharing system. Established a Regional Air Support Unit involving multiple agencies. Recognized by the National League of Cities for our Community Policing efforts. A 2002 survey documented a 97% service satisfaction rating.

1993-1995

Chief of Police - City of Gardner Police Department, Gardner MA,

Re-organized a 50 person police department. Numerous policing efforts were instituted including: community policing; civilianization of communications division and non-essential police functions; command staff re-structuring; comprehensive police department computerization project; built a modern communication center; DARE expanded throughout the entire school system; Primary Response Team developed; bicycle patrol unit; police sub-station opened; developed and instituted a physical fitness program. A 1995 survey documented a 19-point increase in police service satisfaction. Successful contract negotiations with four employee unions ended five years of turmoil.

1990-1993

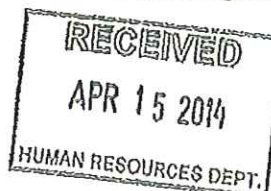
Oceanside Police Department, Oceanside CA,

Detective assigned to the nation's first "Regional Auto Theft Task Force" in San Diego County. This task force involved numerous federal, state, county and local law enforcement agencies.

1988-1989

Orange County, CA. District Attorney's Office

Criminal Investigator: Conducted sensitive and complex criminal investigations.



1987-1988

Chief of Police - Athol Police Department, Athol MA.

Re-structured a 33 person Police Department. Various programs introduced including: community policing, approval of a new police facility, automated records and information system, and a successful physical fitness program. Cooperation replaced apprehension between the police union and management. Police misconduct was effectively eliminated.

1979-1987

Los Angeles Police Department, Los Angeles CA.

Aide to Chief Daryl Gates / Detective / Vice / Senior Lead Training Officer. Trained and supervised new personnel. Worked in a community policing environment, supervised the bookmaking unit and completed administrative staff duties. Numerous commendations.

1973-1979

Southborough Police Department, Southborough MA.

Narcotics Investigator / Senior Officer / Supervisor / SWAT.

EDUCATION

Anna Maria College, Paxton MA.

University of Redlands, Redlands CA.

Quinsigamond College, Worcester MA.

MA Criminal Justice, May 1996

BA Management, May 1985

AA Criminal Justice, May 1976

TRAINING

- FBI Academy - Law Enforcement Executive Development Training (LEEDS) - 1996

- Master Peace Officer Certification, Texas Commission on Law Enforcement Officer Standards and Education

- Los Angeles Police Academy 1979 - Class Vice President

- Massachusetts State Police Academy 1974

- Numerous Seminars and Schools focused on various police training to include budgeting, Police Unions and Administration

PROFESSIONAL MEMBERSHIPS

International Association of Chiefs of Police (IACP)

North Carolina Association of Chiefs of Police

North Carolina Police Executives Association

Police Executive Research Forum (PERF)

Law Enforcement Executive Development Association (LEEDA)

SPECIAL NOTE

Adjunct Professor, University of Mount Olive, Mount Olive, NC.

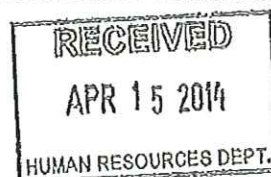
Created the Southeastern North Carolina Airborne Law Enforcement Unit.

Constructed a new 50,000 square foot police headquarters in Temple TX

Attended Crime Bill strategy session with Vice President Gore & Attorney General Reno and signing ceremony in Washington DC (1994).

AWARDS

Selected as the recipient of the prestigious LAPD award "Detective of the Quarter".



William M. Heim

GOAL:

I am seeking the challenging role of police chief for the Savannah Chatham Metropolitan Police Department. In my current and past positions, I have demonstrated the leadership, skill, and integrity necessary to reduce crime, forge lasting partnerships, and win the trust of the public.

MAJOR ACCOMPLISHMENTS:

- ① Achieved significant crime reduction in two diverse urban cities, including Reading, PA, which has one of the highest crime rates in Pennsylvania. From 2005 through the end of 2013, Part I crime was reduced by 27% after a comprehensive crime reduction strategy was implemented in the City of Reading. Homicides and persons shot also decreased significantly. The department has greatly increased its intradepartmental communication, coordination, and accountability through participatory management and use of the COMPSTAT process.
- ① Introduced the "Procedural Justice" concept and training to the Reading police force and police academy to improve the perception and legitimacy of police in the community.
- ① Created and implemented a plan to restructure a downsized police force at the end of 2009. The police department cut 47 police officer positions, including 12 layoffs, due to financial hardship. So far there has been no increase in overall crime and little disruption in public service due to a plan to redirect the force and use alternative methods of deployment.
- ① Led four agencies to Award Winning Performance, including Governor's Highway Safety Awards, Intergovernmental Cooperation, IACP Webber Seavey Award for Quality in Policing, and the IACP Chief's Challenge Award for safety restraint and highway safety initiatives. The Reading Police Department won the Webber Seavey award in 1999 and was a semi-finalist for the award in 2011.
- ① Participated in the formation of the Lancaster Police Foundation, a non-profit organization created by businesses and citizens to help raise funds to implement projects and purchase equipment needed by the Lancaster Police Department.
- ① Led the creation of the Lancaster Community Safety Coalition, a citizen based non-profit organization that provides video safety and Crime Prevention through Environmental Design (CPTED) services to the city of Lancaster, PA.
- ① Worked closely with the Council of Neighborhoods in Lancaster, and with the Mayor's Office of Neighborhood Engagement in Reading, to listen and respond to community issues and priorities.
- ① Implemented Youth Aid Panel, a diversionary program that trains citizens to remedy minor juvenile crimes.
- ① Selected by the Governor of Pennsylvania to serve on the Municipal Police Officers Education and Training Commission, a statewide standards and certification agency responsible for the training and certification of all sworn police officers in Pennsylvania. Served from 2000 to 2012.

- ① Partnered with Millersville University and Franklin and Marshall College to establish a research arm of the Lancaster police and engage professors and students in seeking ways to improve police services by research, surveys, best practices, and seminars.
- ② Co-authored police management textbook Police Management: Real World Scenarios, published in 2005 by Pearson Allyn and Bacon, Boston MA.

LAW ENFORCEMENT AND ADMINISTRATIVE EXPERIENCE

March 1997- January 2000
February 2006- Present

Chief of Police, Reading Police Department, Reading, PA

Sworn police chief for this culturally and economically diverse city and town of approximately 100,000 people. Direct the administration and operation of 168 to 215 sworn officers, 24 full-time civilians and 90 part-time employees in a strong union environment. Reading is an urban city located 55 miles NW of Philadelphia. Reading also provides police service to the town of Kenhorst by contract.

February 2000- February 2006

Chief of Police, Lancaster Bureau of Police, Lancaster, PA

Sworn police chief for this culturally and economically diverse city and township of 70,000 population. Directed the administration and operation of 170 sworn officers, 38 full-time civilians and 40 part-time employees. Lancaster City is an urban city while Lancaster Township is a suburban municipality covered by contract.

September 1994- March 1997

**Director of Public Safety, North Augusta Department of Public Safety
 City of North Augusta, SC**

Sworn police and fire chief for this city and its 63 member department. Duties included the administration, planning, and directing of all police, fire, 911 communications, and emergency management services. North Augusta is located adjacent to Augusta, GA.

September 1991- September 1994

Chief of Police, Pennridge Regional Police Department, Sellersville, PA

Served as first police chief of new agency. Wrote and implemented all initial policies and procedures. Duties included administration, management, and supervision of this innovative regional department serving three municipalities. My duties also included many functions normally handled by a city manager.

April 1977- September 1991

Division Commander, Upper Moreland Police Dept., Willow Grove, PA

Served this agency as patrolman, detective, sergeant, and lieutenant/division commander. From 1982-1991, alternately commanded both the patrol and administrative divisions of this 50 member agency located outside Philadelphia, PA.

1981-1991

**Tactical Commander, Moreland Area Emergency Response Team,
 Montgomery County, PA.**

Implemented and led a multi-jurisdictional police response team trained to resolve high risk incidents for four communities serving a population of 50,000 people.

INSTRUCTIONAL AND MANAGEMENT CONSULTING EXPERIENCE

Police Academy Coordinator, Montgomery County Police Academy

Served as interim director of this police academy that provides training for multiple counties while permanent director was on leave of absence.

Police Management Consultant, Commonwealth of Pennsylvania,

State of PA Department of Community and Economic Development, Harrisburg, PA

I was one of 30 police chiefs in Pennsylvania selected to work with the State conducting management studies, seminars, and police executive selection for local municipalities. I served from 1992 to 1994 and 1997 to 2011.

Instructor, Augusta State University, Augusta, GA

Instructed academic courses in police-community relations and special topics in policing at this university, a senior unit of the University of Georgia. I taught from 1996 to 1997.

Previous Certified Master Instructor, Commonwealth of Pennsylvania, Municipal Police Officer Training and Education Commission. Taught courses in police administration and special topics at Montgomery County Community College. Instructed the "Essentials of Police Management" program for PA police executives.

EDUCATION

Master's Degree in Public Administration, Penn State University

Bachelor's Degree in English, St. Joseph's University, Philadelphia, PA

FBI National Academy, 160th Session

Police Executive Development Institute, Penn State University

Senior Management Institute for Police in 2002, Police Executive Research Forum

ADDITIONAL CAREER ACCOMPLISHMENTS

- ⌚ Successfully took the City of Reading off the infamous "Morgan-Quitno" Top-Ten unsafe city annual listing.
- ⌚ Reorganized the Reading police to increase daily patrol manning levels by 23%.
- ⌚ Initiated Community Oriented Police strategies in three agencies that have increased police communication and interaction with citizens.
- ⌚ Assisted the City of Philadelphia Police Department with developing a curriculum for Problem Oriented Policing for their officers.
- ⌚ Implemented Police/School Resource Officers to alleviate growing violence and weapons problem in four local school districts.
- ⌚ Established Master Patrol and Public Safety Officer Awards in two agencies, one as part of the labor agreement that provides for premium pay for officers who help increase agency and personal performance in a variety of areas.

- ① Administered large scale police driver training course which led to a dramatic reduction in police and emergency response accidents. Over 800 officers attended.
- ② Secured 1.6 million dollars in grants and alternative funding to implement regional CAD, records management and mobile computers for police department.
- Secured 1.8 million in grants to implement video safety system in challenged neighborhoods surrounding downtown Reading. This system has helped in the identification and prosecution of drug offenders, armed robbers, and gun crimes.
- ③ Designed, planned, and implemented a police college intern program to increase patrol presence in Summer months and give students hands-on police experience. Program was awarded a grant to continue.
- ④ Author of articles published in *Police Chief*, *Law and Order*, *Emergency Medical Services*, and the *Pennsylvanian* magazines

ADDITIONAL SPECIALIZED TRAINING AND COMMUNITY INVOLVEMENT

- ❖ Attended seminar on Community Oriented Policing, taught by Michigan State University, 1992
- ❖ Trained as an instructor for cultural diversity, Philadelphia Police Advanced Training Unit, 1992
- ❖ Certified Interior Structure Firefighter, South Carolina Fire Academy, 1995
- ❖ Member of the Board of Directors, Aldersgate Youth Service Bureau, 1987-1991
- ❖ Member of Law Enforcement Liaison Committee, Network of Victims Assistance of Bucks County, PA., 1993 to 1994
- ❖ Member of the Board of Directors, Southeastern Firefighters Burn Foundation, 1994 to 1997
- ❖ Member of the Board of Directors, Police Athletic League of Greater Reading 1997-2000
- ❖ Member of the Board of Directors, Boys Club and Girls Club of Lancaster 2000-2006
- ❖ Certified Crime Prevention through Environmental Design specialist training 2008 and 2009
- ❖ Member of the Board of Directors, Lancaster Mediation Center 2001-2006
- ❖ Member of the Board of Directors, Boys Club and Girls Club of Reading 2009 to present

Professional Summary

Joseph H. "Jack" Lumpkin became the Chief of Police for the Unified Government of Athens-Clarke County (ACC) on January 13, 1997. He is a 43-year law enforcement veteran and has served 39 years in Athens-Clarke County. Chief Lumpkin has also served as police chief in Toccoa and Albany, Georgia. He is among a small number of active peace officers that are graduates of both the acclaimed Administrative Officers Course (58th Session) at the University of Louisville and the Federal Bureau of Investigation's prestigious National Academy. He is also a graduate of the 34th Session of the Federal Bureau of Investigation's Law Enforcement Executive Development Seminar and the 6th Session of the Georgia Command College. Over the last 17 years Chief Lumpkin has led the Athens-Clarke County community in a remarkable crime reduction, although the poverty rate of Athens-Clarke County (ACC) is approximately double the poverty rate of the state of Georgia. Additionally, the ACC poverty rate is within the top ten poverty rates of counties in the nation with populations of 100,000 or more, but the ACC's crime reduction rate far exceeds the national crime reduction rate for the subject period. Similarly, Chief Lumpkin achieved noteworthy crime reductions while he served as Police Chief in Toccoa and Albany Georgia.

Interests

Chief Lumpkin is immersed in Community Oriented Policing Problem Solving that reduces crime, the fear of crime and disorder in metropolitan statistical areas (MSAs), particularly in jurisdictions of 100,001 to 500,000 populations. He utilizes evidence and research based best practices to facilitate strategic and operational initiatives, programs and practices. Philosophically, Jack Lumpkin believes 21st Century police leadership development must be based in the principles of the IACP's Leadership in Police Organizations instruction on "character and competence" as "must have" components for crime reduction to occur in most core counties of metropolitan statistical areas. Furthermore, youth development within all ethnic groups is required to ensure neighborhood improvement and a skilled workforce is continuously produced for future economic development possibilities. Likewise, neighborhood development is essential to community development which creates opportunities for appropriate economic development.

Professional Experience

Chief of Police, Athens-Clarke County Police Department 1997 - Present

Professional Accomplishments

- Through collaboration and a shared responsibility philosophy with our citizenry, we have reduced the crime rate over a 17 year period and that reduction meaningfully exceeds the national crime reduction's average.
- Community Satisfaction Surveys conducted by the University of Georgia Research Center noted an improvement from the 1996 era of mid-60% percentile rating by citizens to a 92% for the present day ACCPD.

- In 1997 I led the ACCPD in becoming the first law enforcement agency in Georgia to qualify for the Georgia Association of Chiefs of Police Georgia's Law Enforcement Certification.
- In 1997 equipped all uniform police officers with on-body audio recorders and implemented a policy requiring activation of the devices when engaging citizens and visitors.
- In 1997 implemented and sustained on-officer audio recorder policy for uniform officers' interaction with citizens and visitors.
- Led ACCPD six successful Re-Accreditations from the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA) Re-Accreditation Processes, including attaining the highest award recognition - the Gold Standard.
- In 1998 implemented the ACCUG's 800 MHz Radio System that serves the entire county. Currently, in the process of selecting a vendor for the installation of a digital, P25 compliant 800 MHz System.
- To address violence associated with police and mental consumer interactions, trained staff and implemented in 1998 a 40-hour Crisis Intervention Training course that has been taught to all sworn officers.
- In 1998 led public safety officials in managing an open air/open gate evening concert headlined by Widespread Panic within downtown Athens that was attended by over 100,000 people.
- Implemented the first Weed and Seed Initiative in the U. S. Middle District of Georgia.
- In 2005 implemented a Downtown Safety Video Camera System.
- Established and sustained Police and Fire Radio Inoperability with University of Georgia PD, the five counties that are contiguous with ACC and the Georgia State Patrol.
- Established and sustained ACCPD and University of Georgia Computer Assisted Dispatching and Records Management Interoperability and Public Safety Answering Point Redundancy. This collaboration supports seamless field operational functionality, while maintaining separate administrative commands and controls.
- Enhanced police employee training to include teaching the IACP's Leadership in Police Organizations (LPO) course in Athens-Clarke County since 2007. Although the course is designed for command personnel, all ACCPD police sergeants and above as well as first line civilian supervisors are graduates of the LPO. The LPO and its principles are the foundation of the ACCPD culture.
- Established and sustained a "Family Protection Unit" to concentrate on domestic violence as well as sexual abuse incidents, policy development and collaboration. Constructed a 6,000 plus square foot "soft structure" building for the unit's operation that negates the institutional atmosphere and environment of traditional investigative settings.
- Established and sustained a Northeast Georgia Drug Task Force including ACCPD, the University of Georgia PD, the Oconee County Sheriff's Office and the Oglethorpe County Sheriff's Office.
- Implemented Live Scan and Automated Fingerprint Identification System as well as portable, patrol vehicle based Live Scan devices.
- In 2012 implemented an on-officer video camera system for all members of the Downtown Police Section.
- In 2014 implemented an on-officer video camera system for all members of the countywide Traffic Section. Plans are complete to implement on-officer body camera system for all East Precinct uniform officers prior to December 2014.

- Implemented and sustained an Electronic Warrant Initiative that allows officers to obtain arrest warrants, blood search warrants and conference with judges from their offices / homes via video, thereby reducing cost and inconveniences.
- Decentralized the police department and constructed one public safety 911 Communication Center, three police substations, and one police precinct as well as the renovation of police headquarters.
- Currently, constructing an Evidence and Property Building that is scheduled to be completed in December 2014.
- Mayor and Commission Agenda Item for establishing a Central City Public Safety Video System scheduled for a vote on June 3, 2014.

Chief of Police, Albany Police Department 1994 - 1997

- Reduced the crime rate during tenure
- Led public safety during the 500 Year Flood of 1994.
- Established and sustained a "Family Protection Unit" to concentrate on domestic violence as well as sexual abuse incidents, policy development and collaboration.
- Implemented an employment and promotional policy that the U. S. Middle District Court accepted and relieved Albany, Georgia of the decades old imposed Permanent Injunction.
- Developed and implemented a day time curfew to curb school absences.

Chief of Police, Toccoa Police Department 1993 - 1994

- Solved a racially motivated, cold case murder wherein a police lieutenant had arrested an innocent person for a murder that his sons had committed.
- Reduced the crime rate during tenure, particularly burglary incidents.

Bureau Chief, Athens-Clarke County Police Department 1991 -1992

Athens Police Department 1975 - 1990

Bureau of Field Operations

Police Major

Field Operations Bureau Commander

Uniform Division Commander

Critical Incident Commander

Police Captain

Operations Commander

SWAT/Task Force Commander

Police Lieutenant

Uniform Watch Commander

Training Director

Supervisor of Communications and Records Section

Crimes Against Person Commander

Criminal Investigation Division

Traffic Unit Commander

Police Sergeant

Training Director

Police Detective

Crimes Against Person Unit 1973 - 1975
Plainclothes Police Officer
Anti-Robbery/Burglary Unit
Police Officer
Police Cadet 1970 - 1972

Skills & Certifications

Georgia POST Executive Certificate PA050400025
Georgia Basic Police Certification #P7304430005
Georgia POST Police Management Certification #PAO4-85-002-S
Georgia Police Associate Instructor (Dated 022980)
Promotional Assessor, Carl Vinson Institute of Government
Promotional Assessor, Georgia Association of Chiefs of Police
IACP Leadership in Police Organizations Instructor Certification
Columbus State University Adjutant Professor
Piedmont College Adjutant Professor
Georgia Police Radar Certification #PS-09-85-R763-S (Expired)

Awards and Recognitions

- 2012 recipient of the Commission on Accreditation for Law Enforcement Agencies Inc.'s, Egon Bittner Award for "commanding a CALEA Accredited agency for fifteen or more continuous years. It was created to recognize these leaders for their significant contributions to the public safety profession and to CALEA."
- 2012 recipient along with Dr. Michael Adams, President of UGA, of The IDEA Society's Diversity Appreciation Award for "proper diversity policy for the day-to-day functioning of the police force in a contemporary American city..."
- 2010 recipient of a Certificate of Appreciation from the U. S. State Department for "providing assistance, guidance, and insight during the development of the Georgian Ministry of Internal Affairs training needs assessment and hosting delegations from MoIA interested in learning about professional policing, management and community policing"
- 2009 recipient of Advance Lodge #31 of Smooth Ashlar Grand Lodge Masons of Georgia Award for "assistance during our annual Christmas Drive...and for providing unclaimed bicycles via an ordinance's authority to the children of the community."
- 2006 recipient of DOJ and Weed and Seed's Michael Conner Award for "Weed and Seed's success in the Athens/Hancock Corridor site as a result of his vision, commitment, and tireless efforts. His planning and dedication have resulted in sustained crime reductions, rising property values, substantial increases in first-time home ownership by minorities with low to moderate incomes, and continuing efforts to support the youth of the community."
- IRS 2007 recipient of Stakeholder Partnerships, Education and Communication Award for "Outstanding Community Service for Earned Income Recipients"
- 2005 recipient of Outstanding Community Service Award presented by Kappa Alpha Psi Fraternity
- 2005 recipient of the Hot Corner Achievement Award - presented by Hot Corner Celebration and Soul Fest

- 2004 recipient of the Athens Rotary Club's Lee Arrendale Award for "Outstanding Leadership, Vocational Excellence, Expert Professionalism, Knowledge, High Ethical and 'Service Above Self' To Our Community"
- 2004 recipient of the Shining Light Award - presented by Athens Shining C's
- 2003 recipient of Mt. Pleasant Baptist Church's Award for "the invaluable contribution of continuous time, interest, and services rendered this community and devotion to causes of justice and human dignity"
- 2003 recipient of First AME Church's Sons of Allen Award for "your vision, concern and dedication to the youth of the Athens-Clarke County Community..."
- 2000 recipient of Hispanic Soccer League Award in "appreciation for your support of the II Copa Hispandidad in Athens-Clarke County"
- 1997 recipient of Special Congressional Recognition from Congressman Sanford D. Bishop, Jr. for "outstanding achievement, service and public distinction"
- 1997 recipient of the Albany Mayor and Commission Proclamation for among other qualities "he is committed to a high work ethic; personifying ethical conduct; providing high quality, internal and external services with sensitivity; protecting constitutional rights while ensuring public safety; advancing the usage of problem solving systems; developing teamwork; ensuring openness and eliminating racial as well as gender bias at the individual, institutional and cultural levels; promoting the diversity of our internal customer base; enhancing leadership skills of our internal customers; encouraging harmonious conditions in our region; contributing leadership to the police profession" ...
- 1997 recipient and recognition from Sheriff Jamil Saba of Dougherty County recognition for "professional leadership and cooperative spirit in providing exemplary leadership to the citizens of Dougherty County"
- 1997 recipient and recognition from the Albany Police Department "In grateful appreciation for your devoted and dedicated leadership to the Albany Police Department and the Citizens of Albany...It can be done. It will be done!"
- 1997 recipient of Community Oriented Policing Leadership Council Award for "teaching the police department and citizens to work together to lessen crime in our community; thank you for leaving Albany better than you found it"
- 1997 recipient of Turner Job Corp Award for "contributions and support given to our center during your administration as chief of police"
- 1996 recipient of Public Housing Drug Elimination Program Award for "exemplary accomplishments between the Albany Police and the Albany Housing Authority... which resulted in significant reduction in violent crimes and in drug-related criminal activities in the Albany public housing developments"
- 1995 recipient of Georgia Association of Chiefs of Police's Education and Training Award in "recognition of outstanding personal achievement and professional development in the field of law enforcement education and training"
- 1995 recipient of Albany Housing Authority recognition for "continuous dedication and commitment to the Safety of public housing residents"
- 1994 recipient of Northeast Georgia Police Academy Board's recognition for years of "dedicated service"
- 1992 Athens-Clarke County Mayor and Commission Proclamation stating "whereas, Joseph H. Lumpkin, Sr. personally solved and/or supervised associates in the solving of many of the heinous crimes committed in the City of Athens over the past fifteen years..."

has devoted many hours of his time working with the citizens and youth of ACC as a member in various Boards... has conducted himself during his entire career as a dedicated professional public safety employee, gaining the respect of his peers as well as the community..."

- 1992 recipient of the Athens Area Human Relations Council's Pioneer Award in "recognition of his dedicated service and outstanding contributions toward improving the quality of life for the citizens of Northeast Georgia"
- 1992 recipient of the Listen, Learn, and Lead Athens Award for "Devoted Service" to Athens-Clarke County
- 1990 recipient of the Athens Housing Authority's Grand Slam Award for a "Youth Summer Program" to reduce crime
- 1986 recipient of a Peace Officer Association of Georgia's Officer of the Year Nomination
- 1986 recipient of the Athens Breakfast Optimist Club Officer of the Year Award
- 1984 Award from "Your Shift" for "outstanding service, loyalty and leadership to the Athens Police Department
- 1974 recipient of a Mayoral Commendation for "your personal efforts in the apprehension of the armed robbers...your individual action displayed courage and willingness to perform...that pays off with an in the act capture"
- 1973 recipient of the Athens Rotary Club Sherm Applebaum Officer of the Year Award
- 1973 Honor Graduate of Northeast Georgia Police 7th Session

Professional Activities

Life Member of International Association of Chiefs of Police, Currently Executive Board Member
 Life Member of National Organization of Black Law Enforcement Executives (NOBLE), formerly National Regional Vice President
 Board of Directors, Sexual Assault Nurses Examiners
 Member, Peace Officers Association of Georgia
 Instructor in GACP Chief's Mandate School
 Member, Georgia Chapter of NOBLE, formerly Executive Board Member and Vice President
 Member, Georgia Association of Chiefs of Police (GACP), formerly regional Vice President and Chair of various committees
 Member of Listen, Learn and Lead of Athens
 Formerly, Team Leader for CALEA On-Site Assessments
 Formerly, Chair of Georgia Criminal Justice Coordinating Council
 Formerly, Member of Georgia Commission on Family Violence
 Formerly, Board Member of Georgia Public Safety Training Center - Athens
 Formerly, Advisory Board of Athens Technical College's Criminal Justice Program
 Formerly, Board Member of American Red Cross
 Formerly, Sons of Allen, A.M.E. Church
 Formerly, Rotary Club of Albany
 Formerly, Action Committee Team for a Drug Free Stephens County
 Formerly, Abraham Baldwin Police Academy Advisory Board
 Formerly, Leadership Athens, Toccoa, Albany and Leadership Georgia

Formerly, National Hospitality Institute Board Member
Formerly, National Drug Court Advisory Board

Extracurricular Activities

Trustee, Athens Regional Health System Trustee Board and Steering Committee Chair
Archon, Delta Psi of Sigma Pi Phi Boule
Connecting Link
ACC Bowling League
Rotary Club of Athens
Member, Mentors for UGA Football Team
Formerly, Boys Club of Athens Board of Directors
Formerly, University of Georgia Roundtable
Formerly, Child Watch of Athens-Clarke County
Formerly, Black Men of Athens, Inc.
Formerly, Leadership Athens Board of Directors
Formerly, Youth Leadership Athens Chair
Formerly, Athens United Way Board of Directors
Formerly, United Way Board of Directors of Southwest Georgia
Formerly, YES Advisory Board
Formerly, Clarke County School District Mentor

Education

Columbus State University - M.P.A. 2003
Brenau College - B.S. Criminal Justice 1982
University of Louisville - Administrative Officers Course 1977
University of Georgia 1966 - 1970

